THE IMPACT OF AI BELIEFS AND ANXIETY ON CHANGE READINESS FOR ADOPTING ARTIFICIAL INTELLIGENCE AMONG HR MANAGERS: THE MODERATING ROLE OF CAREER COMPETENCY

BY

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APPROVAL FOR EXAMINATION

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Abstract

Purpose: The study was conducted to explore the factors belief about AI and AI anxiety on the change readiness for AI adoption in the presence of career competency as a moderating variable.

Methodology & Design: The data was collected from 353 employees of corporate organizations located of Karachi. The sample size was chosen through non-probability convenience sampling. This research is a quantitative study based on deductive approach. The data is evaluated through testing the relevancy and validity of the hypothesis on SMART PLS software, Structural Equational Model (SEM) was applied to see the significance of variables, and Boot strap testing to examine to the mediation effect of career competency.

Findings: The results of this study suggest that belief about AI has no significant relationship with change readiness for AI adoption when career competency act as a moderating variable. From the above discussion we can conclude that an employee's belief has no as such impact on their willingness to AI adoption. AI anxiety was found to have a significant impact on the change readiness for AI adoption where career competency has a strong moderating role on the relationship.

Limitations: The current study is quantitative in nature where it can be further explored on the same framework but using qualitative methods to produce more descriptive results. The study was also limited due to time and budget constraints.

Recommendations: The practical implication emerged from the current study includes managers and change agents in an organization to provide change supporting opportunities to employees. In order to encourage employees for AI adoption managers must engage in practices that enhance the change readiness.

Keywords: *Belief about AI, AI Anxiety, Career Competency, Change Readiness, AI Adoption*

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